

Message Text

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62

ORIGIN ARA-10

INFO OCT-01 ISO-00 PER-01 ABF-01 FS-01 /014 R

DRAFTED BY ARA/MGT:DTLINVILLE:EMM

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ARA/APU:ABRAZEAL

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R 151507Z OCT 75

FM SECSTATE WASHDC

TO AMEMBASSY MONTEVIDEO

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E.O. 11652: N/A

TAGS: AFSP, UY

SUBJECT: LOCAL EMPLOYEE COMPENSATION

REFERENCE: MONTEVIDEO 3473

1. DEPARTMENT SYMPATHETIC TO SITUATION DESCRIBED IN REFTEL AND IS PREPARED TO ACT PROMPTLY UPON RECEIPT OF FULLY DOCUMENTED SPOT CHECK REVIEW, AS OUTLINED IN SECTION 3.1 OF LOCAL EMPLOYEE COMPENSATION HANDBOOK. SPOT CHECK PROCEDURE LIMITS CONSIDERATION TO THOSE FIRMS COVERED IN POST'S LAST FULL-SCALE SURVEY. EXCLUSION OF NEW FIRMS (OR EMBASSIES) FROM CONSIDERATION IN THIS PROCESS IS NECESSARY IN ORDER TO AVOID SERIOUS DISTORTIONS OF THE PREVAILING PAY LINE. RE PARA SEVEN REFTEL, RETROACTIVE INCREASES CAN ONLY BE GRANTED WHEN ALL OF CONDITIONS STIPULATED IN 3 FAM 932.5C HAVE BEEN MET.

2. POST IS URGED TO COMPLETE FULL WAGE SURVEY ASAP. SINCE LAST BASIC SURVEY IN 1973, GOU HAS DECREED FIVE INCREASES AND THERE HAS BEEN AN INCREASE IN HEALTH AND
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MEDICAL BENEFITS. SUCH MOVEMENT IN COMPENSATION

INDICATES A HIGHLY VOLATILE WAGE MARKET AND WHILE A

SPOT CHECK IS A USEFUL TOOL UNDER NORMAL CIRCUMSTANCES,
A COMPREHENSIVE SURVEY IS URGENTLY NEEDED IN
MONTEVIDEO AT THIS TIME, COVERING POSITION CLASSI-
FICATION, WAGES AND FRINGE BENEFITS. INGERSOLL

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